

**Facility Name:**

**Name of Participant:**

**Date:**

**Score:**

## **CIVIL RIGHTS CHALLENGE**

1. All Food and Nutrition Service assistance programs must include a public notification system.
  - A. True
  - B. False
  
2. If the brochure is too small to permit the full statement in the same font as the contents; then print the statement in 6 point font.
  - A. True
  - B. False
  
3. The purpose of the notification system is to inform participants of the following:
  - A. Program availability, program rights & responsibilities, policy of nondiscrimination, and procedure for filing a complaint.
  - B. Program rights & responsibilities and policy of nondiscrimination.
  - C. Policy of nondiscrimination and procedure for filing a complaint.
  - D. Locations and times that meals are available.
  
4. Who is responsible for ensuring that program participants' civil rights are protected?
  - A. State Agency
  - B. Local Agency
  - C. You
  - D. All of the Above
  
5. A parent demands that her child be provided gluten free products. The student does not have an Individualized Education Plan (IEP) or doctor's orders. FNS- 113-1 states you must provide gluten free products for the student.
  - A. True
  - B. False
  
6. The agency must train the following individual (s) annually:
  - A. Food Service Directors
  - B. School Office Staff
  - C. Cooks
  - D. Servers
  - E. All of the above
  
7. USDA has NSLP applications available in over 20 languages.
  - A. True
  - B. False

8. The agency must take reasonable steps to ensure meaningful access to program and activities for persons with limited English proficiency.

- A. True
- B. False

9. Your agency must provide **annual civil rights training** for their frontline staff as well as those who interact with applicants and participants.

- A. True
- B. False

10. Ethnicity maybe defined as the beliefs, mores, and customs of a group of people.

- A. True
- B. False

11. During the Coordinated Review Evaluation (CRE) process, the local agency will be reviewed by the State agency to ensure that the local agency is implementing FNS 113-1.

- A. True
- B. False

12. LEP stands for Let Everyone Participate.

- A. True
- B. False

13. The State agency will review the local agency to ensure that the following 8 items are addressed:

- 1) eligible persons and households have an equal opportunity to participate;
- 2) case records are coded by race or ethnic origin;
- 3) offices and feeding locations are displaying the “And Justice for All” poster in a prominent location;
- 4) nondiscrimination statement is place on all printed materials;
- 5) program information to eligible persons, program applicants and participants is readily available;
- 6) racial and ethnic data collection is maintained for 3 years;
- 7) complaint processing is in place; and
- 8) annual training is conducted.

- A. True
- B. False

14. The four factors to consider in addressing LEP: (1) number or proportion of LEP persons served or encountered in the eligible population (2) frequency with which LEP individuals come in contact with the program (3) nature and importance of the program, activity, or service provided by the program and (4) resources available to the recipient and costs.

- A. True
- B. False

15. You must collect data on race and ethnicity of program participants.

- A. True
- B. False

16. Customer service is a subject matter that should be addressed in the civil rights training.

- A. True
- B. False

17. FNS 113-1 authority is based on the following: Title VI of the Civil Rights Act of 1964, American with Disabilities Act, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Age Discrimination Act of 1975, The Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Civil Rights Restoration Act of 1987 and the Food Stamp Act of 1977, Executive Order 13166, USDA Regulation 4330-2, and & CFR Part 16.

- A. True
- B. False

18. The agency must advise program participants at the service delivery point of their right to file a complaint, how to file a complaint and the complaint procedures.

- A. True
- B. False

19. The statement must be on all appropriate agency publications, posters and informational materials.

- A. True
- B. False

20. Any person has the right to file a discrimination complaint however; the complaint must be based on race, color, national origin, age, sex or disability.

- A. True
- B. False

21. All agencies who administer a Food and Nutrition Service program **must** use the following statement:

“In accordance with Federal law and U. S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age or disability.

To file a complaint of discrimination, write USDA Director, Office of Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (800) 795-3272 or (202) 720-6382 (TTY). USDA is an equal opportunity provider and employer.”

- A. True
- B. False

22. If preparing a public service announcement for radio, T.V., etc. then you can utilize the following statement “This institution is an equal opportunity provider.”

- A. True
- B. False

23. The statement is not required to be included on every page of the program WEB site, but must be included on the home page of the program information.

- A. True
- B. False

24. To ensure that all participants are provided with program information, develop alternative formats for persons with disabilities.

- A. True
- B. False

25. The “And Justice for All” poster must be prominently displayed at each site that serves participants.

- A. True
- B. False

26. The State agency must obtain a written assurance from each local agency that participates in an assistance program; that they will operate in compliance with all nondiscrimination laws, regulations, instructions, policies and guidelines.

- A. True
- B. False

27. As a local agency you are not required to obtain data by race and ethnic category on potentially eligible populations, applicants and participants in their program service area.

- A. True
- B. False

28. A civil rights complaint must be filed within 180 days from the act of discrimination.

- A. True
- B. False

29. FNS 113-1 defines “noncompliance” as a factual finding that any civil rights requirement, as provided by law, regulation, policy, instruction or guidelines, is not being adhered by a State agency, local agency or other subrecipient.

- A. True
- B. False

30. You have a parent who comes to the school to complete the NSLP application and they do not speak English. You are not sure what language they are speaking. What is the best way to handle the situation?

- A. Give them a note written in English and ask them to return with an interpreter.
- B. Check to see if their child speaks English and can interpret for them.
- C. Ask the parent to look at the language flash cards and point to the one that they can read. If you have someone who can speak that language ask for their assistance if not, utilize [www.worldlingo.com](http://www.worldlingo.com) for free written interpretation services
- D. Speak loudly and make hand gestures so that they can understand what you are saying.